

U.S. ARMY OFFICER RETENTION BRANCH

Officer Retention Branch

Mission, Vision &
Goals



LTC McKenna &
MAJ Bessingpas

Career Opportunities

CORT

Ret Calculator

DA Pam 600-3

Pay Tables

'Making opportunities come alive'



CPT Heflin
JCS Intern Program



CPT Wyszynski
JCS Intern Program



CPT Fisher
Training With Industry Program



CPT Wenninger
JCS Intern Program



CPT Leonard
JCS Intern Program



Assignment History

Ansbach, Germany 6-52 ADA BN (PATRIOT) Feb 2000-Jul 2003

Communications Platoon Leader and BN S-6 (SIGO)

Exercises/Deployments

Fort Bragg, North Carolina 327th SIG BN (ABN) Feb 2004-Apr 2006

Assistant S-3

C Company Commander Jul 2004-Apr 2006

Deployments

OPERATION Iraqi Freedom III Nov 2004-Nov 2005

Georgetown University- JCS Intern 2006-2007

**CPT Jerome Wenninger &
CPT Karla Wenninger**

**Dedication- SSG Samuel Castle
A Co, 327th SIG BN (ABN) KIA 10 MAY
2005**

Wenninger answers questions about the JCS Intern Program:

What do you like about being a student at Georgetown?

What made you decide to apply for the JCS Intern program?

**Q: What are 3 tips for applying to the JCS Intern
program?**

Q: Why choose the JCS Intern Program?

**Q: What part of the program is providing development for your
future goals?**

What has been the biggest challenge of the program?

Q: What do you love most about the Army?

here to help: Karla.wenninger@us.army.mil

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The Heflins

Assignment History:
Platoon Leader 512th QM Company, Hunter Army Airfield, GA
Company XO 512th QM Company, Hunter Army Airfield, GA
Battalion Adjutant/S1 559th QM Battalion, Hunter Army Airfield, GA
Division G4 Maintenance Officer 13th Corps Support Command, Fort Hood, TX
Company Commander 62d QM Company, Fort Hood, TX
Joint Chiefs of Staff Intern Georgetown University, Washington, D.C.

Dedication:

I'd like to dedicate this to all of the Soldiers of the mighty 62d Quartermaster Company (DS) who served faithfully beside me in Operation Iraqi Freedom. Thanks for the support.

CPT Heflin answers questions about the JCS Intern Program:

Can you tell us a little about being a student at Georgetown?

What 3 tips can you provide for acceptance into the program?

Why do you recommend choosing the JCS Intern Program?

Why would you recommend this opportunity to another officer?

Q: What are your career aspirations?

A: What was company command like for you?

A: What do you love most about the Army?

I'm here to help:

raphael.heflin@us.army.mil

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Assignment History:

Fort Carson, Colorado, 3rd ACR: Tank Platoon Leader, Scout Platoon Leader, Troop Executive Officer

Fort Polk, Louisiana, 2nd ACR: Regimental Assistant S-4

Fort Hood, Texas, 1st Cavalry Division: G-3 Assistant Training Officer, 1st Brigade Assistant S-3, Brigade Recon Troop Commander (OIF II), 1st Brigade HHT Commander

Dedication:

Justin Johnson and Chad
Drake

CPT Wyszynski answers questions about the JCS Intern Program:

Q: Why do you continue to serve?

Can you tell us a little about being a student at Georgetown?

What 3 tips can you provide for acceptance into the program?

What is the value of this experience to you and our profession?

Why would you recommend this opportunity to another officer?

What's been your biggest challenge to date in the program?

Q: What are your career aspirations?

Q: What was company command like for you?

Q: Why did you choose the JCS Intern Program?



The Wyszynskis

I'm here to help:

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Assignment History:

Platoon Leader	B Co, 319th MI Bn, 525th MI Bde, Ft. Bragg, NC
Assistant TF S2	TF 1-12 CAV, Camp McGovern, Brcko, Bosnia
Brigade S2	35th Signal Bde, Ft. Bragg NC
G2 Plans Officer	8th (US) Army Youngsan, Seoul South Korea
Division G2 Planner	HQ, 1st ID Wurzburg, Germany & Mardin, Turkey
Squadron S2	1-4 CAV, 1st ID Schweinfurt, Germany & Ad Duluyah, Iraq
Company Cdr	B Co, 101st MI Bn, 1st ID Baghdad, Iraq & Wurzburg, Germany

Dedication:

To my mother (whom I miss terribly), Patricia
Ann Leonard

CPT Leonard

CPT Leonard answers questions about the JCS Intern
Program:

Q: Can you tell us a little about being a student at
Georgetown?

What 3 tips can you provide for acceptance into the program?

: Why do you recommend choosing the JCS Intern Program?

What part of the program is providing you development for your future goals?

Why would you recommend this opportunity to another officer?

What has been your biggest challenge to date in the program?

Q: What are your career aspirations?

Q: What was company command like for you?

Q: What do you love most about the Army?

What is the value of this experience to you and our profession?

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Assignment History:

Multinational Branch J4 Action Officer/TWI - Logistics Management Institute, Mclean VA
515 Trans Company POL Commander Iraq/Mannhelm
19 Support Center S3 Wiesbaden /Iraq
11 ACR RSS Adjutant Ft Irwin
11 ACR S&T TRP Executive Officer RSS Ft Irwin
11 ACR S&T TRP Platoon Leader RSS Ft Irwin

Dedication:

**To the soldiers, NCOs, and Officers of the
515th Transportation Company during OIF I,
thank you and God bless each one of you.**

**CPT Fisher answers questions about the Training With Industry
Program:**

Can you tell us a little about the Training With Industry program?

**Q: What 3 tips can you provide for acceptance into the
program?**

What part of the program is providing you development for your future goals?

Why would you recommend this opportunity to another officer?

What is the value of this experience to you and your profession?

What was your biggest challenge in the TWI Program?

: What was company command like for you?

: What do you love most about the Army?

I'm here to help:

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Expanded Graduate School Program:

Officers study in an approved discipline that enhances the competencies required in an expeditionary Army – emphasizing cultural awareness, regional knowledge, foreign language, governance, diplomacy, national security, or social sciences that reinforce operational skills.

Frequently Asked Questions

[1. Can I go to any school?](#)

[2. When can I attend graduate school?](#)

[3. If accepted under the pre-commissioning graduate school for service policy, is my ability to earn a Master's degree guaranteed?](#)

[4. Once I've completed my graduate school, what sort of "utilization tour" is](#)

[5. What type of degree will be available for study under the graduate school](#)

[6. How do I apply for the graduate school program?](#)

[7. How much time do I incur by being accepted into the expanded graduate school](#)

[8. If I don't sign up for the expanded graduate school program, can I still attend a funded graduate program through the Army?](#)

[9. If I serve my ADSO to my Military Service Obligation \(MSO\), do I still owe any time in the Reserves?](#) Answer: NO

[VIEW MORE FAQs](#)

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MORE FREQUENTLY ASKED QUESTIONS:

10. I am not sure if I want to serve eight years on active duty let alone make the military my career. What if I change my mind?

11. Who is eligible for the pre-commissioning graduate school program?

12. What if I'm accepted into the Expanded Graduate School Program but I don't get accepted into a graduate school or decide I don't want to attend?

13. What if I'm assigned to a life cycle unit?

14. What if I get accepted into a different Army funded Master's degree program?

15. What if I decide to change to a different career field or functional area?

16. The Army is challenged now in sending enough officers to their Intermediate Level Education (ILE), how can the Army manage to send more officers to graduate school?

17. Is one of the reasons for doing this program because the Army is having a problem with junior officer retention?

18. With so much emphasis on graduate school, does it mean I need a Masters for selection to Major?

19. How many people will attend grad school under the Expanded Graduate School Program?

1. CAN I GO TO ANY SCHOOL?

The graduate school program is applicable to any accredited school within the United States and approved by Human Resources Command. Officers will submit three university preferences that meet the current cost restrictions: 1) 12 month program 2) 18 month program 3) HRC sponsored program. Recommended universities and HRC sponsored programs are located on the ACS web page.

2. When can I attend graduate school?

Qualified officers selected for the pre-commissioning program will be scheduled to begin attending graduate school between their 8th and 12th year of commissioned service, based on the officer's request and the needs of the Army. Officers in year groups 1998-2005 selected to participate in the post-commissioning program will be offered graduate school in FY06 with attendance at a later date between their 8th-12th years of service, starting in FY07.

3. If accepted under the pre-commissioning graduate school for service policy, is my ability to earn a Master's degree guaranteed?

Once selected for the pre-commissioning program, officers will have their supplemental agreement validated by their selection for promotion to Captain. For post-commissioning officers, once chosen, the graduate school opportunity will be annotated in their record. They may PCS between the time of selection and the time of attendance, but PCS does not affect their selection and future attendance. In year of execution the officer will be required to gain acceptance into graduate school and just prior to attendance, Human Resources Command will screen the officer's personnel file to ensure there is no derogatory information or patterns of poor performance that would preclude the officer from attending a funded graduate school program. The Director, OPMD is the final approval authority for officers to be removed from the graduate school program. Once validated, the scheduling for attending school will begin.

4. Once I've completed my graduate school, what sort of "utilization tour" is required?

The utilization tour will be for a minimum of three years and will be consistent with the key developmental billets as prescribed by the officer's branch or functional area as listed in DA Pam 600-3, Commissioned Officer Professional Development and Career Management.

5. What type of degree will be available for study under the graduate school program?

Officers selected for the graduate school program will be able to select from key disciplines that support the officer skill sets the Army needs now and in the future. The current list of disciplines emphasizes disciplines the Army has identified as essential to leaders in a Joint and Expeditionary force such as: cultural awareness, regional knowledge, foreign languages, governance, diplomacy and social sciences. Discipline lists will be updated annually to ensure the Army keeps pace with the needs of the force and emerging fields of study. To allow more flexibility, requests for exceptions to the approved disciplines will be considered on a case-by-case basis. The initial discipline listing is available at: <https://www.hrc.army.mil/site/protect/active/opfamacs/ars00.htm>

6. How do I apply for the graduate school program

Under the pre-commissioning program, when a cadet makes their preference for branch and component they will also be surveyed for interest in the grad school for service program. Under the post-commissioning program, officers will be nominated by either their chain of command or through HRC. If you have an interest in participating in the post-commissioning program, speak to your commander and contact your assignment officer at HRC.

7. How much time do I incur by being accepted into the expanded graduate school program?

For those officers participating in the post-commissioning program they incur an ADSO of three days for each day they spend in graduate school, IAW AR 350-100.

Cadets who participate in the pre-commissioning graduate school program agree to serve an additional three years of active duty in exchange for the opportunity to attend graduate school between their 8th and 12th years of service. Once they attend graduate school, they incur an additional ADSO of three days for each day of graduate school attendance for a maximum of 72 months. 36 months of this graduate school ADSO will be served in a utilization tour upon completion of graduate school IAW AR 621-108. Under all circumstances, officers participating in the pre-commissioning program will be managed by HRC so that these officers can fulfill their service obligations under this program by the end of their 16th year of service. For example, a 4-year ROTC scholar who volunteers to participate in the expanded graduate school program must agree to extend their commissioning ADSO from 4 years to 7 years in order to secure this option. If the officer starts graduate school immediately after completing 7 years on active duty, then the officer will owe the entire 3-for-1 graduate school attendance ADSO after completing school (payback). However, if the officer starts graduate school after completing 10 years on active duty, then part of her 3-for-1 graduate school attendance ADSO can be paid forward so long as the officer pays back at least 3-for-1 for the first year of graduate school after completing school. Thus, if the officer attends a 18 month program, the officer would incur a 54 month grad school attendance ADSO. Of this 54 months, 18 months would have to be served after graduate school. The remaining 36 months could be served between the end of the option ADSO (7YOS) and the start of graduate school.

8. If I don't sign up for the expanded graduate school program, can I still attend a funded graduate program through the Army?

While there are no guarantees beyond this program, officers may still compete for FLEP, medical school, or the traditional Advanced Civil Schooling program based upon the strength of their military record and the needs of the Army. Note, participation in these programs is highly competitive and school and program choices are limited by needs of the Army. Also, to participate in one of these programs officers may be required to leave the operations career field for up to five years.

10. I am not sure if I want to serve eight years on active duty let alone make the military my career. What if I change my mind?

The expanded graduate school program is an option. In exchange for the opportunity to attend graduate school at a later date, officers are agreeing to serve longer on active duty. This will provide the officer time to command and gain developmental experience that is valued in and out of the Army.

11. Who is eligible for the pre-commissioning graduate school program?

Cadets from the United States Military Academy (USMA) and the Reserve Officers' Training Corps (ROTC) cadets are eligible for selection to this program prior to their commissioning. Three-hundred cadets from USMA will be selected based upon their graduating rank order. ROTC will have 300 cadets accepted as well but applicants must be three or four-year scholarship cadets or Distinguished Military Graduates.

12. What if I'm accepted into the EGSP but I don't get accepted into a graduate school or decide I don't want to attend?

Officers do not have to attend graduate school. Officers may resign their commission and have no further obligation to the military in an active status. Those who have not served their eight-year Military Service Obligation (MSO) prior to their resignation must serve the remaining time of their Military Service Obligation in the Reserve component. Officers may also opt to continue their military career without attending graduate school.

13. What if I'm assigned to a life cycle unit?

In the current operating environment and as a Nation at War, the needs of the Army take priority. If an officer is assigned to a life cycle unit they will not be allowed to attend graduate school until their unit completes its life cycle.

14. What if I get accepted into a different Army funded Master's degree producing program?

If an officer accepted into the expanded graduate school program is subsequently accepted into a different Army funded Master's degree program the officer will be released from the expanded graduate school program. They must however adhere to any additional service obligation and utilization requirements of the graduate school program they will be completing. The available expanded graduate school program allocation will be redistributed by HRC (AHRC-OPL-L).

15. What if I decide to change to a different career field or functional area?

Officers that CFD into a functional area have priority for functional area advanced civil schooling quotas, and should be educated under the new functional area's annual allocations. If the functional area is not willing to or can not support the newly accessed officer, the officer will attend graduate school under their original expanded quota, earning a degree in support of their new functional area. Bottom line: officers selected for the expanded graduate school program will attend graduate school, pending review of their record and assignment considerations, in the fiscal year of designated attendance. The expanded allocation of an officer educated under a functional area allocation will be returned to the operational career field.

16. The Army is challenged now in sending enough officers to their Intermediate Level Education (ILE), how can the Army manage to send more officers to graduate school?

The Army is investing in the future of our officer corps. Through the expanded graduate school program, the Army expects to retain more junior officers. With greater retention, we will have more officers to distribute to the force, send to ILE and send to graduate school.

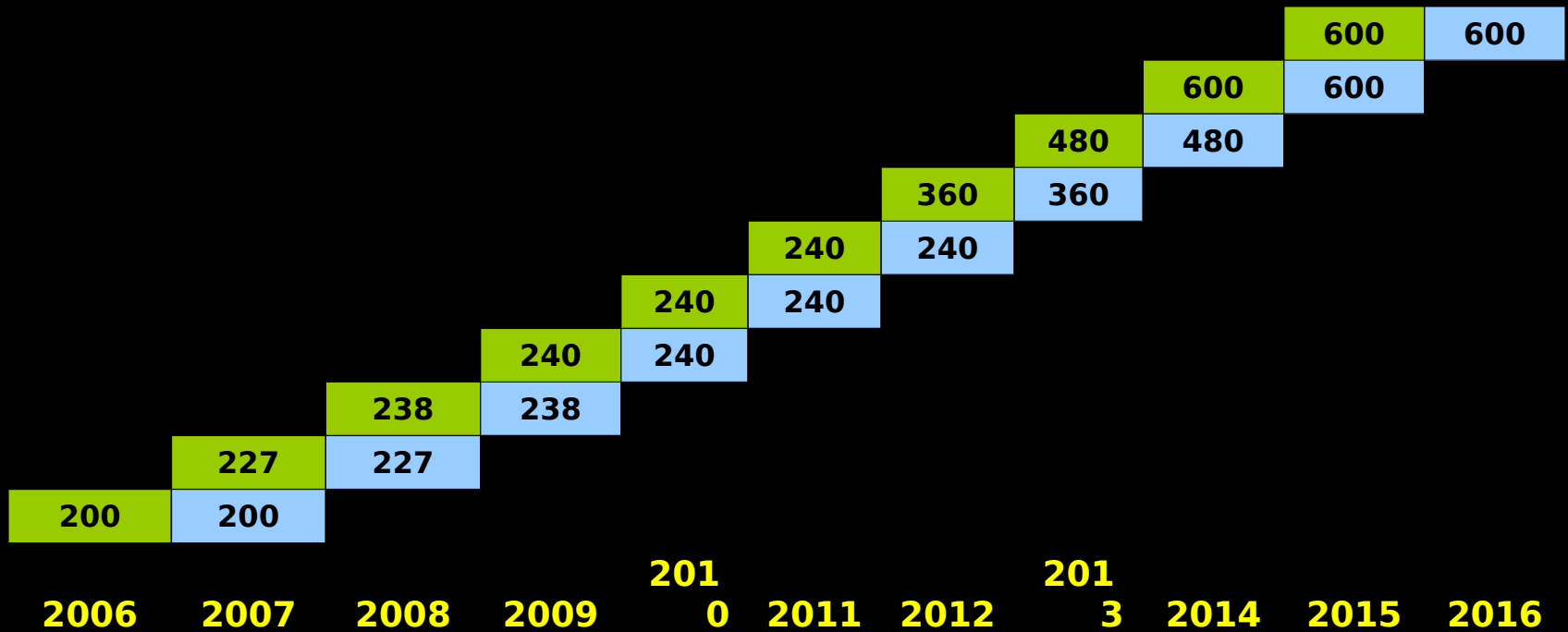
17. Is one of the reasons for doing this program because the Army is having a problem with junior officer retention?

Company grade officer loss rates are at historical averages and better than pre-September 11, 2001 loss rates. While current retention rates among company grade officers are consistent with historical averages, the growth in the officer corps due to transformation and the development of modular forces has created officer shortages in Majors and senior Captains. The expanded graduate school program will help the Army retain quality officers. However, the primary purpose behind this program is a renewed commitment to education, based on the view that education prepares leaders “how to think,” and strengthens one’s ability to think critically and to make accurate, informed decisions in complex, uncertain environments. Officers selected for graduate school will be trained in key disciplines that support the officer skill sets we need now and in the future.

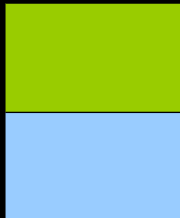
18. With so much emphasis on graduate school, does it mean I need a Masters for selection to Major?

Graduate school is not a requirement for promotion at any level, nor do we anticipate that it will become one. The greatest discriminator for promotion continues to be manner of military performance.

EXPANDED GRADUATE SCHOOL PROGRAM PARTICIPANTS



Legend



New Starts

Continuing Students

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2007 PAY TABLE

2007 COMMISSIONED OFFICER PAY TABLE

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
Commissioned Officers																										
O-10	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	13,659.00	13,725.90	14,011.20	14,508.60					
O-9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	11,946.60	12,118.50	12,367.20	12,801.30					
O-8	8,453.10	8,729.70	8,913.60	8,964.90	9,194.10	9,577.20	9,666.30	10,030.20	10,134.30	10,447.80	10,900.80	11,319.00	11,598.30	11,598.30	11,598.30	11,598.30										
O-7	7,023.90	7,350.00	7,501.20	7,621.20	7,838.40	8,052.90	8,301.30	8,548.80	8,797.20	9,577.20	10,236.00	10,236.00	10,236.00	10,236.00	10,236.00	10,236.00										
O-6	5,206.20	5,719.20	6,094.50	6,094.50	6,117.60	6,380.10	6,414.60	6,414.60	6,779.10	7,423.80	7,802.10	8,180.10	8,395.20	8,613.00	9,035.70											
O-5	4,339.80	4,888.80	5,227.50	5,291.10	5,502.00	5,628.60	5,906.40	6,110.10	6,373.20	6,776.40	6,968.10	7,158.00	7,373.10	7,373.10	7,373.10											
O-4	3,744.60	4,334.70	4,623.90	4,688.40	4,956.90	5,244.60	5,602.80	5,882.40	6,076.20	6,187.50	6,252.30	6,252.30	6,252.30	6,252.30	6,252.30											
O-3	3,292.20	3,732.30	4,028.40	4,392.00	4,602.00	4,833.00	4,982.70	5,228.40	5,355.90	5,355.90	5,355.90	5,355.90	5,355.90	5,355.90	5,355.90											
O-2	2,844.30	3,239.70	3,731.40	3,857.40	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60	3,936.60											
O-1	2,469.30	2,569.80	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50	3,106.50											

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U.S. ARMY OFFICER RETENTION BRANCH

'Making opportunities come alive'

Operations Support Division

FA 48 Foreign Area Officer

FA 24 Telecomm Systems Engineer

FA 40 Space Operations Officer

FA 53 Information Systems Management Officer

35D Military Intelligence Officer

FA 34 Strategic Intelligence Officer

FA 52 Nuclear and Counter-proliferation Officer

FA59 Strategic Plans and Policy Officer

FA 49 Operations Research & System Analysis

FA 50 Force Management

FA 57 Simulation Operations

FA 47 Academy Professor

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U.S. ARMY OFFICER RETENTION BRANCH

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Maneuver, Fires and Effects Division

11Z Infantry Officer

15Z Aviation Officer

21Z Engineer

31Z Military Police Officer

74Z Chemical Officer

13Z Artillery Officer

14Z Air Defense Officer

18Z Special Forces Officer

FA 37 Psychological Operations Officer

FA 38 Civil Affairs Officer

FA 30 Information Operations Officer

FA 46 Public Affairs Officer

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U.S. ARMY OFFICER RETENTION BRANCH

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Force Sustainment Division

FA 90 Logistician

88Z Transportation Officer

91Z Ordnance Officer

92Z Quartermaster Officer
42Z Administrative Specialist

422 Adjutant General
423 Human Resources

432 Human Resources
447 Finance Officer

44Z Finance Officer

45Z Comptroller

51Z Acquisition Officer

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U.S. ARMY OFFICER RETENTION BRANCH

‘Making opportunities come alive’

Special Branches

Medical Corps

Dental Corps

Veterinary Corps

Nurse Corps

Medical Specialist

Medical Services

Chaplain

Judge Advocate General

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Miki Huntington: FA 48H - NE Asia Foreign Area Office

Assignment History:

U.S. Army Reserve - 311th Corps Support Command
MOS 71L Administrative Specialist
ROTC - University of California, Los Angeles (UCLA)
1-501st Aviation Regiment, K-16 Seoul Airbase, Korea
Platoon Leader, Flight Operations Officer, UH-1 Pilot
1 Pilot
2-158th Aviation Regiment, 6th Cavalry Brigade
175th Command Aviation Company XO, UH-1 Pilot, BN S2
101st Airborne Division (Air Assault)
A/5-101st Aviation Regiment Company Commander, UH-60 Pilot
Battalion S3 Operations Officer
Japan Self Defense Force (JGSDF) Command and Staff College
US Army Human Resources Command
FA48 Foreign Area Officer Career Manager



Dedication: To all those who have sacrificed and to those serving today to preserve our freedoms and our American way of life.

MY 2 CENTS: Initially, focus on 50-meter targets -- become technically and tactically proficient in basic branch skills and have successful platoon leader and company command experiences. These building blocks serve as a foundation for the future, whether that be Battalion Command, functional area assignments, or other Army opportunities. Continue to challenge yourself with tough assignments, seek out available opportunities, and put in your best effort each and every day!

Let's talk:

miki_huntington@us.army.mil



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Assignment History:

ROTC - Frostburg State University
129th Infantry Detachment (Long Range Surveillance) MDARNG
101st Airborne Division (Air Assault)
Platoon Leader, Company XO, Battalion S1
82nd Airborne Division - BN S-2/3 and CO Commander
US Army Personnel Command
FA90 Assignment Officer and Command Branch Program
Manager
1st Armored Division (OIF-1)
- Battalion Support Operations Officer, Battalion
Executive Officer and Division Support Command Support
Operations Officer

**Dedication: To Stephen Vernon Long
"Ranger Long" who gave the ultimate
sacrifice on September 11, 2001**



I'm here to help:

kevin_mckenna@hoffman.army.mil

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